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UNCLAS PARIS 007767

SIPDIS

FROM USMISSION UNESCO PARIS
FOR IO/T

E.O.: 12958: N/A

TAGS: [AFIN](#) [APER](#) [FR](#) [UNESCO](#)

SUBJECT: USUNESCO: UNESCO - DIRECTOR OF HUMAN
RESOURCES ASKS FOR U.S. ASSISTANCE

[1](#)1. This is an action request: see para. 6.

[1](#)2. During a meeting on November 14, Dyane Dufresne-Klaus, Unesco's Director of Human Resources, told the Charge that she would like U.S. assistance in reforming the organization's human resource system. She indicated that the current system is just not working and that there is currently no viable model in the UN system. Dufresne-Klaus indicated particular interest in the merit pay system currently being adopted in other Federal agencies. She also expressed interest in State's merit based promotion system.

[1](#)3. Dufresne-Klaus asked if it would be possible to have an HR expert from the USG seconded to UNESCO for three to six months to work on basic HR reform. Charge was non-committal but promised to forward the request.

[1](#)4. On a separate matter, Dufresne-Klaus also asked for U.S. input on the terms of reference of the human resources review that will be carried out starting in January.

[1](#)5. Finally, the Charge urged Dufresne-Klaus to change a P5 that is currently being recruited internally in the Division for Freedom of Expression, Democracy and Peace into an external recruitment. She was not aware of the position but agreed to look into it.

[1](#)6. Action requested: Please let Mission know how to respond to the request in para. 3.

KOSS